



Early Years Educator employment policy

This policy will be reviewed on an annual basis

Statement of intent

We provide an Early Years Educator to child ratio in line with the Early Years Foundation Stage welfare requirements ensuring that children have sufficient individual attention and to guarantee care and education of a high quality. Our Early Years Educators are appropriately qualified and we undertake the disclosure bureau scheme checks (DBS) in accordance with welfare requirements.

Aims

To employ Early Years Educators who are suitable, passionate and dedicated to their profession. Also who are qualified to deliver quality consistent child care and education.

Methods

To meet this aim we use the following ratios of adult to child:

- Children aged under two years of age: a minimum of 1 adult (24 points) : 3 (8 points) children;
- children aged two years of age: a minimum of 1 adult (24 points) : 4 (6 points) children;
- children aged three - five years of age: a minimum of 1 adult (24 points) : 8 (3 points) children.
- A minimum of two Early Years Educators are on duty at any one time.
- We use a key person system to ensure that each child has a named early years educator with whom to form an attachment and a relationship and who plans with parents for the child's well-being and development in the setting. The key person holds consultation on their child's progress at parents evenings.
- We hold regular Best Practice Meetings focusing on Safeguarding, SEND, Behaviour, Training, and Health and Safety or management issues.
- We work towards offering equality of opportunity by using non-discriminatory procedures for early years educators recruitment and selection.
- All early years educator have job descriptions which set out their roles and responsibilities.
- We welcome applications from all sections of the diverse community. Applicants will be considered on the basis of their suitability for the post, regardless of marital status, age, gender, culture, religious belief, ethnic origin or sexual orientation. Applicants will not be placed at a disadvantage by our imposing conditions or requirements that are not justifiable.
- Our manager and deputy hold the CACHE level 3 Diploma in Pre-school Practice or an equivalent qualification and 50% of all other Early Years Educators are qualified to a minimum of level 2.

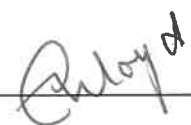
- We provide regular in-service training to all Early Years Educators -through external agencies.
- Our setting budget allocates resources to training.
- We provide an Early Years Educators induction training on the first day of employment. This induction includes our Health and Safety Policy and Safeguarding of Children. Other policies and procedures will be introduced within an induction plan.
- We support Early Years Educators by holding regular consultation meetings and annual early years educator appraisals.
- We are committed to recruiting, appointing and employing Early Years Educators in accordance with all relevant legislation and best practice.
- We use Ofsted guidance on obtaining references and disclosure bureau scheme checks through the disclosure bureau scheme for Early Years Educator and volunteers who will have substantial access to children.

This policy was adopted at a meeting of Pippins Pre-school and nursery

Held on Wednesday 20th October 2021

Signed on behalf of the Management Trustee Directors

Role of signatory (e.g. chairperson etc.)



 21/10/21

 Chairperson

Commenced 2008 - Reviewed 20.10.2021